

BOARD PACKETS
AUGUST
SEPTEMBER
2018

AGENDA

EARLE SCHOOL DISTRICT BOARD MEETING

AUGUST 25, 2018

The Commissioner of Education assumed authority over the Earle School District on November 6, 2017. The Commissioner of Education acts in lieu of a local school board until such time that a school board is reinstated.

REPORTS:

- 1. Superintendent's Report**
- 2. Fiscal Support Services Report**
- 3. Minutes Earle School District Advisory Board**

ACTION ITEMS:

- 1. Food Service Vendor Contract**
- 2. Recommendation to hire facilities manager**
- 3. Recommendation to appoint Interim Head Basketball Coach**
- 4. Recommendation for athletic/activities stipend for working games and events**
- 5. Recommendation for meal prices for SY 2018-2019**
- 6. Recommendation to hire custodian/maintenance**
- 7. Recommendation to accept resignation**

SUMMARY OF ACTION ITEMS

Action Item 1:

The child nutrition director is recommending that the bid from Ben E. Keith be accepted for the 2018-2019 school year, as pricing and delivery fees were very competitive. Ben E. Keith will provide all food items and bread products to the district with ordering/deliveries being placed no more than twice a week. Bidding for bread products were requested but no vendor provided bids to the district; which is why Ben E. Keith will provide those items. Ben E. Keith was able to establish a business account prior to school, where, Sysco was unable to provide service by the start of school.

Action Item 2:

Given the current repair needs; given we have a 7-million-dollar construction project; the district is in need of a facilities manager with contractor experience and an understanding of building systems. Recommendation to hire.

Action Item 3:

The Basketball Head Coaching position became available in August. Rather than conduct a search the district would like to appoint the Assistant Coach Carl Miller as the Interim Head Coach for the 2018-2019 SY. Carl Miller has been the assistant basketball coach with Earle School District for 10 years.

Action Item 4:

Earle School District is recommending that the athletic/activities stipend for working games and events be approved for the 2018-2019 SY and added to the salary schedule.

Action Item 5:

The Earle School District would like to recommend the adult meal prices as \$2.50 for breakfast and \$3.50 for lunch. All students that participate in the National School Lunch and Breakfast Program eat free of charge because the Earle School District is a Community Eligibility Provision (CEP) school. Thus, student meal prices are established at the reimbursed rate.

Action Item 6:

The Earle School District is looking to hire Maintenance/Janitorial workers. Mr. Key has been an employee of the Earle School District for 90 days. When hired the employee was made aware of the 90-day

probation. Mr. Key has completed his 90-day probation and the district would like to recommend for hire.

Action Item 7:

Ms. Morgan was a new employee of Earle School District. She is resigning due to medical issues.

Superintendent's Report: Earle Arkansas August, 2018

Elementary Construction Project: Due to weather conditions, the project continues to be roughly two to three weeks behind schedule. If we have less rain this fall, the project could return to schedule. Currently one concrete pad for the wing between the cafeteria and the elementary gym has been set in place. The infrastructure for the pad along second street and the pad between the historic high school and the cafeteria is being finalized.

The elementary children currently access the cafeteria via a fenced walkway starting across the street from the district office and running straight to a side door of the cafeteria. This requires all students to travel 50 to 75 yards down third street prior to entering the walkway. The community has been very cooperative and while traffic still utilizes 3rd street, everyone is taking precautions.

One local issue related to the project is the sidewalk that runs from the corner of the old high school along 2nd street. Names of graduates going back decades have been stamped into sections of the sidewalk. The community is divided over whether or not the ageing sidewalk should be replaced. We will hold a few public meetings on this topic in September. City Council has sent the district a resolution requesting that the sidewalk be maintained to the extent possible. The resolution was a vote of support for preserving the history of the sidewalk and not an action to direct the district.

Start-up of School Year 18-19: Teachers returned on August 6. Students returned on August 13. The first two weeks of school have progressed without any unanticipated issues. The teacher calendar for this school year included Saturday August 11, as a work day. The staff held an open house on that day (8/11), permitting the community to visit the schools. The Cardinal Club with Support from Earle Youth Athletic Association provided backpacks, supplies and materials, haircuts, hair braiding, entertainment, and activities for enrolled students. They also sponsored a barbeque for the entire community to encourage the community to attend the open house. Staff evaluations of the day were extremely positive about the event. Community evaluations of the day were highly supportive of continuing the event.

Advisory Committee Meetings: Two meetings of the Advisory have been held during the month of August (8/18 and 8/25). The meeting on August 18 focused on report from Stephens, Inc., with Melissa Walsh presenting. The topic centered on the enrollment trend of the district, bond payment schedule, overall comparison of the Earle School District with other regional school districts. The second part of the meeting was an update by Thurman Green from Forward Arkansas that provided an update on the "assets mapping" project currently underway. ForwARd in collaboration with Rural Alliance is attempting to identify all family supports within the school district so that coordination and maximization of services can be considered. This information would then be available at the Community/Parent Center for everyone in the community. The Community/Parent Center is a collaborative effort by the district and city to expand the use of the Community Center and to overlap parent supports from the school district with community outreach efforts from the city.

The second meeting held August 25, focused on data from the pre-appeal ACT Aspire results. Conversation focused on the community's vision for a graduate, goals that would permit evaluation of superintendent and principals, and the responsibility of a School Board to monitor both academic and fiscal progress/success. Conversation included the adoption of a graduation requirement for individual seniors to present a cumulative report of their preparation for post high school and their three to five year post high school plan. Conversation also identified the importance of inspirational leadership at all levels of the district. The rhetorical question to be answered this year, "What are the activities of the School Board to inspire community, students, leadership?" What "should" a school board do to help in the vision accomplishment of school district?

SRO: The District and County have agreed to cost share for an SRO at the high school. The City and the District have agreed to develop an SRO position at the elementary by sending the auxiliary officer (that is a district employee currently) to the academy in January. The district then intends to contract with the City for this officer who will function as the elementary officer at the elementary. This will provide the district with active protection for students at both campuses.

Further, as part of this effort with the City and the County, the Sheriff's office has conducted a walkthrough of both campuses and buildings are being mapped and provided to law enforcement so that we have a standard format in communicating locations on either campus.

Staffing: Instructional staff that were hired under 1240 waivers in the prior year have moved to Emergency Teacher Permits (or departed the district) and a plan to licensure has been developed for each individual. The principals are working closely with ADE Licensure Unit and the Crowley's Ridge Cooperative Staff to provide guidance towards a license, and mentoring during the first two years of employment.

EARLE ADVISORY BOARD MEETING

AUGUST 25, 2018

5:00 PM

ITEMS FOR DISCUSSION:

1. Earle High School has a current attendance of 261 students on the roster. There are 263 students tentatively enrolled. The high school ended school year 2017-2018 with 271 students and as of now has lost 15 students. The high school counselor is able to account for most of those students: 10 students withdrew and went to schools in Arkansas and 1 went to Job Core/GED program. Of the newly enrolled students: 8 are new to the district, 5 returning back to the district, 2 school choice, and 2 in district. We are down about 25 students in the district which leaves us \$200,000 down in revenue for 19-20. How will we reduce \$200,000 in operating for the next school year ?

2. *The Graduate*

What are our goals for the year?

E. Cox: Establish a plan on every student whether it's college, Army, or Navy. Being that a lot of children don't have goals, this plan can help direct them. Once the plan is in place, that student knows that this is my plan and this is what I need to be doing.

Johnson: Children should write down what they'd like to do once they graduate.

Witherspoon: I have taken the ACT, now what? What do I do with my paycheck, How do I endorse my pay check? There are real life skills that the students need as well.

Williams: Ms. Watson meets with graduates. Also, starting in 8th grade we will start a layout plan, getting them prepared for graduation.

Watson: We are working on their communication skills. Also, it is being required that students cannot graduate without financial skills. We are also bringing JAG (Jobs for Americas Graduates) back into the school. As well as looking into work programs that are geared towards children with disabilities.

We have after school tutoring and online tutoring is available for free for students. We have study skill classes this year but we do need assistance in advertising these to our parents. The percentage of our students that are completing 2 years of college is 15%. The percentage that goes to the military is less than 5%. The percentage that completes a 4 year college is less than 15 percent.

What should a graduate be able to do?

Read at grade level? Math at grade level? Score 19 on the ACT? What we expect, What we focus on, is what we will get.

Personnel Items:

1. Recommendation to hire a facilities manager
2. Recommendation to appoint interim Head Basketball Coach
3. Recommendation to hire custodian after 60 days.

Odds and Ends:

1. State Board is September 13th or 14th and will include a small presentation by ADE on Earle.
2. The next advisory board meeting will be held on September 22, 2018.

Agenda Item # 1

Recommendation to accept the food service bid from Ben E. Keith.

Background Information:

The child nutrition director is recommending that the bid from Ben E. Keith be accepted for the 2018-2019 school year, as pricing and delivery fees were very competitive. Ben E. Keith will provide all food items and bread products to the district with ordering/deliveries being placed no more than twice a week. Bidding for bread products were requested but no vendor provided bids to the district; which is why Ben E. Keith will provide those items. Ben E. Keith was able to establish a district account prior to school, where, Sysco was unable to provide service by the start of school.

Attachment(s) X Yes No

Bidding Summary

Superintendent's Recommendation:

It is recommended that the Commissioner accept the bid from Ben E. Keith for the 2018-2019 school year.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature

Johnny Key

Date

9/12/18

Agenda Item # 2

Recommendation to hire a facilities manager: Arthur Maples

Background Information:

Given the 7-million-dollar elementary building is under construction and given the substantial number of facilities needs, the district is recommending to hire as a staff member a person with local contractor experience.

Attachment(s) X Yes No

Approved debt request for hire
Resume

Superintendent's Recommendation:

It is recommended that the Commissioner approves the hire of Arthur Maples as the facilities manager for Earle School District.

Commissioner's Decision:

Approve Recommendation ✓

Deny Recommendation

Return item for more information

Signature

John Key

Date

9/12/18

ARTHUR L. MAPLES

821 Park Street
Earle AR 72331
870-394-6370
arthurmpls@yahoo.com

Professional Engineer with over 25 years of experience in vertical and horizontal construction. Well versed in local building regulation and zoning laws. Familiar with cost estimation and budget preparation. Good leadership abilities and sound understanding of materials and equipment.

EXPERIENCE

1988 – TO PRESENT

OWNER, MAPLES CONSTRUCTION

ROUTINE WORKS WITH ENGINEERS AND ARCHITECTS TO ADDRESS ANY DESIGN ISSUES. SUBMIT CONSTRUCTION PROJECT BIDS AND NEGOTIATE CLIENT CONTRACTS. COORDINATE WITH SUB CONTRACTORS ELECTRICIANS AND PLUMBERS.

1988-2013

US ARMY RESERVE, RETIRED MASTER SGT.

SUPERVISES, INSTRUCTS SQUADS, AND SECTION PERSONNEL. ASSIST SECTIONS IN PERFORMING PHYSICAL SECURITY INSPECTIONS. ASSIST SECTIONS IN ALL AREAS OF INFORMATION SYSTEMS SECURITY PROGRAMS AND MANAGEMENT OF ARMS, AMMUNITION, SUPPLIES, AND EQUIPMENT.

EDUCATION

MAY 1979

EARLE HIGH SCHOOL

DECEMBER 1987

ASSOCIATE OF APPLIED SCIENCE, ITT TECHNICAL INSTITUTE

JANUARY 1988-2013

MULTIPLE MILITARY SCHOOLS

LICENSE

- State license/Bonded
- Better Business Bureau (BBB)

ACTIVITIES

Loves going to church, being in the service of the Lord.
Director of Earle Youth Activities Association (EYAA)
Loves Playing Basketball

**Arkansas Department of Education
Debt Request Form for Non-Personnel Contracts & Services**

RECEIVED

District Name Earle School District
District LEA # 1802-000

Email form to:
Fiscal Services and Support Division
ade.fiscal@arkansas.gov

AUG 28 2018

Place an "X" in one of the following boxes:

New Contract/Service

New Contract/Service

Replacing Contract/Service

FISCAL SERVICES & SUPPORT
Replacing Contract/Service

Renewal of Contract/Service

Renewal of Contract/Service

Information	New Information	Existing Information
Fiscal Year of Expenditure	2018-2019	
Name of Vendor	Facilities Manager	
Type of Contract/Service (Construction, Technology, Cleaning, etc)	Contracted Position	
Time Period of Contract/Service (if applicable)	8/28/18	
FTE Budget Unit (0000-0000-000-000-00 00000)	1.00	1.00
FTE Budget Unit (0000-0000-000-000-00 00000)		
FTE Budget Unit (0000-0000-000-000-00 00000)		
Amount of Contract <input checked="" type="checkbox"/> Check here if it is a One Time Special Amount	\$48,000.00	

Comment Box

Please provide description contract/service which includes title and justification of need.

Earle School District is requesting to hire a facilities manager who would oversee the district facilities and current construction of the new elementary school. The facilities manager position will be 240 days contracted.

2000-2610-000-000-00

Questions

Is this contract/service necessary to meet standards? Yes No N/A

Did the district exhaust all other options prior to this contract/service request? Yes No

Is this contract/service funded with restricted funds? Yes No N/A

If yes, is it approved in applicable plan? Ex: ARRA, ACSIP, etc. Yes No N/A

Is this contract over \$20,000? Yes No

If yes, please attach 3 bids to the debt request.

Is this contract over \$20,000? Yes No

If yes, provide proof of advertising.

Is this contract/service included in the current year budget? Yes No

Checklist Items (If Applicable)

- *Attach 3 bids
- *Attach copy of contract
- *Attach proof of advertising (if applicable)

My signature below certifies the information above is correct and this form does not constitute a waiver of state or federal laws governing school districts.

Signature of Superintendent

Richard W. White

Date

8/28/18

ADE Office Use Only

Approved

Denied

More Information Needed

ADE Coordinator Signature

Cynthia Smith

Date

8/28/2018

Comments:

Agenda Item # 3

Recommendation to appoint Interim Head Basketball Coach

Background Information:

The Basketball Head Coaching position became available in August. Rather than conduct a search the district would like to appoint the Assistant Coach Carl Miller as the Interim Head Coach for the 2018-2019 SY. Carl Miller has been the assistant basketball coach with Earle School District for 10 years. The position would be opened following the 2018-2019 Basketball season and a search would be conducted during the Spring. This would permit community involvement in the selection of the Head Basketball Coach.

Attachment(s) Yes No

Superintendent's Recommendation:

It is recommended that the Commissioner approve the hiring of Carl Miller as Interim Basketball Head Coach for SY 2018-2019.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

9/12/18

Earle School District Athletic/Activities Stipends

for working games/events

2018-2019

	Stipend Per Person
Sr. High Referees	\$85
7th/Jr. High Referees	\$90
Sr. High Security	\$40
Jr. High Security	\$40
Announcer	\$40
Clock Keeper	\$40
Travel	\$10
Chain Crew	\$40
Gate Keeper	\$40
Camera Person	\$75

**COMMUNITY ELIGIBILITY PROVISION
PUBLIC RELEASE
SCHOOL YEAR 2018- 2019**

The **Earle School District** is pleased to announce the district will participate in the Community Eligibility Provision (CEP) during the 2018 - 2019 school year providing meals, regardless of eligibility category, at NO CHARGE for all students at Earle Elementary School and Earle High School that participate in the National School Lunch Program or School Breakfast Program. CEP is made possible through the United States Department of Agriculture (USDA) Special Assistance Certification and Reimbursement Community Eligibility Provision. Federal reimbursement for meals is based on the Identified Student Percentage (ISP) established by the District in April 2018. The information used to establish the ISP will be made available only to State and Federal officials for review. All adults, e.g., visitors, teachers, support staff members, and administrators of the district must assume the full cost of the meal which is \$2.50 for Breakfast and \$3.50 for Lunch.

Nondiscrimination Statement:

In accordance with Federal civil rights law and United States Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410;
- (2) fax: 202-690-7442; or
- (3) email: program.intake@usda.gov

This institution is an equal opportunity provider.

Community Eligibility Provision

Dear Parent or Guardian:

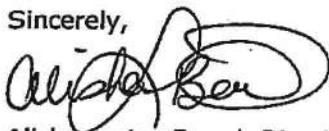
We are pleased to inform you that Earle School District will be implementing a new option available to schools participating in the National School Lunch and School Breakfast Programs called the Community Eligibility Provision (CEP) for School Year 2018-2019.

What does this mean for you and your children attending the school identified above?

Great news for you and your students! All enrolled students of Earle School District are eligible to receive a healthy breakfast and lunch at school at **no charge** to your household each day of the 2018-2019 school year. No further action is required of you. Your child(ren) will be able to participate in these meal programs without having to pay a fee or submit a meal application.

If we can be of any further assistance, please contact us at (870) 792-8486.

Sincerely,



Alisha Lester-Beard, Director of Food Services

Non-discrimination statement
In accordance with Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972, the U.S. Department of Agriculture (USDA) does not discriminate on the basis of race, color, sex, age, national origin, or disability in any of its programs or activities. USDA, its Agencies, offices, employees, and instrumentalities are prohibited from discriminating based on race, color, national origin, sex, or disability in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410;
- (2) fax: 202-690-7442; or
- (3) email: program.intake@usda.gov

This institution is an equal opportunity provider.

EARLE HIGH SCHOOL A LA CARTE' MENU PRICE LIST

ITEM	PRICE
Nachos	\$2.50
Nachos w/ Meat (BBQ or Chili)	\$3.50
Chicken Sandwich	\$3.00
Cheeseburger	\$3.00
Chips	\$1.00
G2 (Gatorade)	\$1.50
Muffin	\$1.00
Fruit Juice	\$1.00
Loaded Baked Potato	\$3.50
Chef Salad w/ Dressing and Crackers	\$3.50
Side of Fries	\$1.00
Chicken Strips (3 strips)	\$3.00
Extra Dressing	.75
Bottled Water	\$1.00
Regular Adult Breakfast Meal	\$2.50
Regular Adult Lunch Meal	\$3.50
Fresh Fruit (Apple/Orange)	.50
Chocolate or White Milk	.50
Main Line Side Items	\$1.00

Note: All a la carte' items are subject to change and are not offered daily. Prices are subject to change due to manufacture pricing.



Come visit with us in the Bulldog Den!

ARKANSAS PUBLIC SCHOOL COMPUTER NETWORK
 DATE: 08/29/2018
 TIME: 09:21:03

EARLE SCHOOL DISTRICT 2
 DETAILED STATEMENT OF CHANGES IN FUND BALANCES
 FOR PERIOD 1 OF 19

PAGE NUMBER: 1
 MODULE NUM: STATMNGEAR

SELECTION CRITERIA: orgn.fund like '[123468]*'

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
1000	TEACHER SALARY FUND	.00	.00	.00	.00	40,191.80	-40,191.80
1001	OPERATING SALARY	.00	.00	.00	.00	.00	.00
1218	DECLINING ENROLLMENT	.00	.00	.00	.00	.00	.00
1223	PROF. DEVELOPMENT	.00	.00	.00	.00	.00	.00
1240	SP ED SUPV	.00	.00	.00	.00	.00	.00
1244	EXTENDED DAY	.00	.00	.00	.00	.00	.00
1275	ALTERNATIVE LEARNING	.00	.00	.00	.00	.00	.00
1281	NSL FUND	.00	.00	.00	.00	3,576.92	-3,576.92
1365	ABC TEACHER SALARY	.00	.00	.00	.00	3,830.35	-3,830.35
TOTAL	TEACHER SALARY FUND	.00	.00	.00	.00	47,599.07	-47,599.07
2000	FOUNDATION FUND	-4,257,777.95	.00	.00	.00	47,747.08	-4,305,525.03
2001	OPERATING FUND	4,392,682.36	311,568.18	.00	10,000.00	31,021.53	4,663,229.01
2003	LIFE STRATEGIES/MENT	.00	.00	.00	.00	.00	.00
2218	DECLINING ENROLLMENT	79,019.25	.00	.00	.00	.00	79,019.25
2223	PROFESSIONAL DEVELOP	.00	.00	.00	.00	.00	.00
2240	SP. ED. SUPERVISOR-S	7,568.04	.00	.00	.00	2,662.66	-2,662.66
2244	EXTENDED DAY	45,228.16	.00	.00	.00	.00	45,228.16
2271	GIFTED & TALENTED	195.00	.00	.00	.00	.00	195.00
2275	ALTERNATIVE LEARNING	1,537.70	.00	.00	.00	.00	1,537.70
2281	NSL FUND	301,102.20	.00	.00	.00	.00	301,102.20
2282	NSL MATCH GRANT	25,633.50	.00	.00	.00	5,641.02	295,461.18
2293	SEC VOC AREA CENTER	14,713.11	.00	.00	.00	.00	14,713.11
2365	ARKANSAS BETTER CHAN	12.91	.00	.00	.00	.00	12.91
2373	HIPPY	4,000.00	.00	.00	.00	7,557.15	-3,557.15
2380	INFANT/TODDLER PROG.	10,178.00	.00	.00	.00	.00	10,178.00
2392	GEN FACILITIES FUNDS	12,166.00	3,576.30	.00	.00	.00	15,742.30
2941	GOVS' COMPUTER SCI G	2,520.20	.00	.00	.00	.00	2,520.20
TOTAL	FOUNDATION FUND	638,778.48	341,196.48	.00	10,000.00	2,365.56	872,979.96
3000	BUILDING FUND	-300,000.00	.00	.00	.00	96,995.00	-396,995.00
3100	NEW ELEM CONSTRUCTIO	3,482,628.05	151.31	.00	.00	.00	3,482,779.36
3404	ACADEMIC FACILITIES	.00	49,724.85	.00	.00	.00	49,724.85
TOTAL	BUILDING FUND	3,182,628.05	49,876.16	.00	.00	.00	3,232,504.21
4000	DEBT SERVICE FUND	.00	.00	.00	.00	205,955.47	-205,955.47
TOTAL	DEBT SERVICE FUND	.00	.00	.00	.00	205,955.47	-205,955.47
6501	TITLE I REGULAR COMP	24,138.03	.00	.00	.00	28,661.24	-4,523.21
6503	TITLE I SCHOOL IMPRO	-499.11	.00	.00	.00	.00	-499.11
6509	LEARN & SERVE AMERIC	.00	.00	.00	.00	.00	.00
6560	QUALITY APPROVAL GRA	.00	.00	.00	.00	.00	.00
6595	T-IT-D/TECH GRANT	.00	.00	.00	.00	.00	.00
6702	6-B PASS THROUGH FUN	9,507.43	.00	.00	.00	2,550.10	6,957.33
6750	MEDICAD	.00	.00	.00	.00	.00	.00
6752	ARMAC	.00	.00	.00	.00	.00	.00
6756	IMPROVING TEACHER QT	30,898.25	.00	.00	.00	.00	30,898.25
6790	DEPT. OF YOUTH SERV	.00	.00	.00	.00	.00	.00
TOTAL	FEDERAL GRANTS FUND	64,044.60	.00	.00	.00	31,211.34	32,833.26

ARKANSAS PUBLIC SCHOOL COMPUTER NETWORK
DATE: 08/29/2018
TIME: 09:21:03

EARLE SCHOOL DISTRICT 2
DETAILED STATEMENT OF CHANGES IN FUND BALANCES
FOR PERIOD 1 OF 19

PAGE NUMBER: 2
MODULE NUM: STATM95AR

SELECTION CRITERIA: orgn.fund like '[123468]%'

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
8000	FOOD SERVICE FUND	190,507.52	.00	.00	.00	2,772.30	187,735.22
TOTAL	FOOD SERVICE FUND	190,507.52	.00	.00	.00	2,772.30	187,735.22
TOTAL		4,075,958.65	391,072.64	.00	10,000.00	384,533.18	4,072,498.11

EARLE SCHOOL DISTRICT

FOOD SERVICE BIDDING SUMMARY 2018-2019

Company	Bid Total (*total per one case for each food item)	Fee's/Other Charges
Performance Food Group	\$9,632*	\$5 per delivery
Sysco Memphis, LLC	\$5632*	\$0
Ben E. Keith Foods	\$5,701*	\$0
Flowers Bakery	Declined to Bid	n/a
Turner Holdings, LLC	\$28,140.65 (year total)	\$0

The district requests to award the bid of Ben E. Keith as the food/bread provider for the 2018-2019 school year based off of prices, fees, and bid package completion.

DEBT REQUEST FORM FOR SUPPLEMENTAL CONTRACTS & SERVICES

District Name Earle School District
 District LEA # _____

Email form to:
 Fiscal Services and Support Division
 ade.fiscal@earleschools.org

RECEIVED
 MAY 14 2018

FISCAL SERVICES & SUPPORT

New Contract/Service Replacing Contract/Service Renewal of Contract/Service

Information	New Information	Existing Information
Fiscal Year of Expenditure	2018-2019	
Name of Vendor	EARLE SCHOOL DISTRICT	
Type of Contract/Service (Construction, Technology, Cleaning, etc.)	MAINTENANCE/CUSTODIAN/GROUNDSKE	
FTE / Budget Unit (FTE=0.000000-0.9999 0000)		1.00
FTE / Budget Unit (FTE=0.000000-0.9999 0000)		
Amount of Contract		

Comment Box

Please provide description contract/service which includes title and justification of need.

The Earle School District is requesting to hire 3 additional employees to replace Bonus, and for the additional duties that is needed on the school campuses. These positions will consist of Maintenance, Groundkeeper/Custodial duties.

Questions

- Is this contract/service necessary to meet standards? Yes No N/A
- Did the district exhaust all other options prior to this contract/service request? Yes No
- Is this contract/service funded with restricted funds? Yes No
- If yes, is it approved in applicable plan? E.g. ARRA, ACSIP, etc. Yes No N/A
- Is this contract over \$20,000? Yes No
- If yes, please attach 3 bids to the debt request. Yes No
- If contract over \$20,000? Yes No
- If yes, provide proof of advertising. Yes No
- Is this contract/service included in the current year budget? Yes No

Checklist Items (If Applicable)

- Attach 3 bids
- Attach copy of contract
- Attach proof of advertising (if applicable)

My signature below certifies the information shown is correct and this form does not constitute a waiver of state or federal laws governing school districts.

Signature of Superintendent [Signature] Date 5/11/18

ADE Office Use Only

Approved Denied More Information Needed
 ADE Coordinator Signature Cynthia Smith Date 5/11/2018

Comments: _____

Agenda Item # 4

Recommendation for athletic/activities stipend for working games and events

Background Information:

Earle School District is recommending that the athletic/activities stipends for working games and events be approved for the 2018-2019 SY, as an attachment to the salary schedule.

Attachment(s) X Yes No

Athletic/Activities Stipend

Superintendent's Recommendation:

It is recommended that the Commissioner accepts the athletic/activities stipend for working games and events.

Commissioner's Decision:

Approve Recommendation ✓

Deny Recommendation

Return item for more information

Signature

Johnny Key

Date

9/12/18

Agenda Item # 5

Recommendation to hire
custodian/maintenance

Background Information:

The Earle School District is looking to hire Maintenance/Janitorial workers. Mr. Key has been an employee of the Earle School District for 90 days. When hired the employee was made aware of the 90-day probation. Mr. Key has completed his 90-day probation and the district would like to recommend for hire.

Attachment(s) X Yes No

Debt request previously submitted (May
Agenda)

Superintendent's Recommendation:

It is recommended that the Commissioner approve the hire of Harold Key for Maintenance/Janitorial.

Commissioner's Decision:

Approve Recommendation ✓

Deny Recommendation

Return item for more information

Signature

John Key

Date

9/12/18

Agenda Item # 7

Recommendation to accept the resignation of Georgia Morgan, CTE/Business teacher at Earle High School, effective August 29, 2018

Background Information:

Ms. Morgan was a new employee of Earle School District. She is resigning due to medical issues.

Attachment(s) Yes No

Letter of resignation

Superintendent's Recommendation:

It is recommended that the Commissioner accept the resignation of Georgia Morgan effective August 29, 2018.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature  Date 9/12/18

Georgia Morgan
1019 East Forrest Avenue
Wynne, AR 72396
870-273-4355

August 29, 2018

Earle School District
Attn: Reginnia Williams
1401 Third Street
Earle, AR 72331
870-792-8486

Dear Ms. Williams:

I am sorry to report that I am still on doctor prescribed bed rest after my follow-up appointment yesterday. The health emergency that occurred last Thursday at school resulted in my doctor sending me to the emergency room, but the underlying cause of the incident has not yet been determined. I am scheduled to see a cardiologist next week for further testing. Apparently, this health crisis is going to take some time to be resolved.

Considering the requirements of teaching and my current condition, I don't feel that it would be fair for me to continue to hold the business/career teaching position at the Earle School District this academic year.

I respect everything the school administration is working toward in this community. I had hoped to be a part of this renewal, but I must see to my health at this time. I hope that I will have the opportunity to work with the Earle School District and the many fine professionals employed there in the future.

However, it is with deep regret that at this time I must submit this letter as my resignation. Please, keep me in your prayers as I will all of you.

Sincerely,



Georgia Morgan

AGENDA

EARLE SCHOOL DISTRICT BOARD MEETING

SEPTEMBER 28, 2018

Reports:

1. Superintendents Report
2. Advisory Meeting Minutes/Notes
3. Financial Report

Action Items:

1. Recommended hire of Tennis Coaches.
2. Recommended approval of volunteer coaches for football.
3. Recommended hire of assistant basketball coaches.
4. Recommended hire of two custodial staff.
5. Request approval to begin the process to sell property at 320 Lee Street (Dunbar Campus).
6. Request approval to begin the process to conditionally lease the property at 1402, 2nd Street (Old Earle High School).

7. Resolution to approve FY 18 Salary increases at 5% of higher.
8. Request approval of FY 19 budget.
9. Request Approval of the Minority Teacher and Administrator Recruitment Plan for submission to ADE.

AGENDA
With Action Item Summary

EARLE SCHOOL DISTRICT BOARD MEETING

SEPTEMBER 28, 2018

Reports:

1. Superintendents Report
2. Advisory Meeting Minutes/Notes
3. Financial Report

Action Items:

1. Recommended hire of Tennis Coaches.
Summary: Recommendation to hire Marcus Williams (boys) and Brea Banks (girls) as coaches for the fall tennis season.
2. Recommended approval of volunteer coaches for football.
Summary: Recommendation to hire Eric Cox, Ronald Williams, Donald Williams
3. Recommended hire of assistant basketball coaches.
Summary: Recommendation to hire Marcus Williams and Odell Brown to share the boys assistant basketball position. Duties and stipend will be equally divided between the two individuals.
4. Recommended hire of two custodial staff.
Summary: Mr. Brian Powell was authorized a waiver for employment and is recommended for hire as a custodial/grounds employee. Mr. Gregory Bryant has completed his 90 day probationary period and is recommended for hire as a custodial/grounds employee.

5. Request approval to begin the process to sell property at 320 Lee Street (Dunbar Campus).

Summary: The district owned property located at 320 Lee Street is unused and not currently planned for use in the master plan. District administration is requesting to engage in the process for selling public school property.

6. Request approval to work through the lease of Old High School.

Summary: The district owned property located at 1420 2nd Street, is currently vacant and has been so for approximately 20 years. The property is on the historical record and sits on the campus of the new elementary school. Given that the facility is unused and no need is identified for the long term future, the district administration is seeking approval to start the process to make the facility available for conditional lease.

7. Resolution to approve FY 18 Salary increases at 5% of higher.

Summary: ACA 6-13-635 requires local school boards to approve by resolution each employee's salary increase/earnings in excess of 5% for the prior school year.

8. Request approval of FY 19 budget.

Summary: The ADE Fiscal Support Unit has, in conjunction with district and school leaders, developed an operating budget for FY 19. Administration is requesting approval of this projected budget.

9. Request Approval of the Minority Teacher and Administrator Recruitment Plan for submission to ADE.

Summary: ACA 16-17-1901 requires school administration to file annually with the Arkansas Department of Education a plan for balancing the ratio of minority staff to equal the ratio of minority

*students. This plan is called the Arkansas Department of Education
Minority Teacher and Administrator Recruitment Plan.*

SUPERINTENDENT'S REPORT

SEPTEMBER 28, 2018

EARLE SCHOOL DISTRICT

Earle Advisory Committee: The Advisory Committee met on September 22. The minutes are available for review, but I want to highlight a few of the discussions as essential to our work on improvement. First, Thurman Green from ForwARd provided an update related to a "directory of assets" being developed for use by the community. The directory development is intended to provide community leaders with a description of local efforts and services being provided that could assist parents needing supports. The district parent/community liaison will continue expanding the directory and will start the process of communicating to other civic leaders that the document is available for use. This will also assist us in the linking and coordinating of community based supports. The second item I want to highlight is the discussion around Wednesday early dismissals for teacher development. The high school sends 11th and 12th grade students to local community college in the afternoon. These students remain in class on Wednesdays and do not have early dismissal. For students that participate in sports, the high school will use classified staff to provide study sessions so that these students remain at the school during the early dismissal. Given time lost for athletic participation travel, this is viewed as a no cost support to help our student-athletes not have lost learning time.

Alternative Method of Instruction: In reviewing the potential for disruption to the school calendar, and in discussion with staff, it was decided by majority vote of the teachers that we would not seek to do AMI for school closures due to unanticipated events. The decision was made by staff that it would be better to modify the school calendar to add makeup time and days as needed, given the limited technology of the community for AMI strategies. The teachers and students are not yet prepared to engage in learning through "flipped classroom" concepts. Further, it was determined that a committee would study this process during this school year with the intent of evaluating various other plans so that we could potentially engage in a meaningful AMI plan.

Teacher PGPs, Supervision, and Support: Rocci Malone from ADE spent three days in August with the District Leadership Team embedding professional development for building leaders to fully use the EdReflect supervision and support system. Then, when early release Wednesdays started in September (9/12) the first two PD times were dedicated to instructing teachers in the PGP process, how to use the resources included in the system, and how to upload and score video documentation of their own progress and skill development. Ms. Malone in October will provide follow-up evaluation of fidelity of the use of the system by district and schools. The District Leadership will review each PGP in October to identify how student progress data is linked to the individual teacher PGP.

Response to Instruction: During the summer of 2018, the District Leadership Team started working on building our capacity in understanding Tiers of Instruction and Support. Team members attended workshops offered through Crowley's Ridge Cooperative, the ASU ERZ, and the Department of Education. The challenges for the district center around how to support principals in the development of a professional learning culture where staff are routinely using student progress data for decisions about instruction. This is even more of a challenge when you include the variables of substantial numbers of new staff, the lack of understanding related to standards based instruction, and the lack of experience with researched based responses when instruction does not lead to mastery of skills and content.

The State Personnel Development Grant Staff met with the Earle school district leaders again in September to begin the work of clarifying where leaders are spending time and the focus they are placing on various efforts and initiatives. The SPDG group is assisting the district leadership evaluate how teacher discretionary time is being prioritized. Further, we are attempting answer the question of how to make all the things we need to do coherent and structured so we do not overwhelm staff and create more turnover.

Concurrently in September, the principals have each taken a team teachers to two days of training on the RTI process. Judy Elliott, an national presenter, has been working with districts within the Crowley's Ridge Coop region and Earle has joined in that effort to build teacher capacity related to a multi-tiered system of instruction and support. The district will continue to work with SPDG to develop how a district supports RTI, and the school teams will continue to build capacity utilizing the CRESC services and Judy Elliott.

Budget Development: Earle School District is under state authority for reasons of Fiscal Distress. Given the previous practices of accounting, it is difficult to determine the expenditure trend of the various departments and programs. Without a clear and true history, it is difficult to create a clear future. Thus, ADE in conjunction with district leadership have estimated for this year the operations budget. The categorical budgets, which are specific to instructional programs, are more closely aligned to planned expenditures and targeted outcomes. However, this means that we will be revising the operating budget based on real expenditure quarterly. This will require more attention to the whole of the budget rather than to various budgeted individual categories. However, by January or February, the district should be able to project the true ending fund balance and to plan FY 20 budget.

Meetings In September: Members of the District Leadership have met with various groups to discuss alignment of efforts. The monthly presentation of progress to the Earle City Council continues. The Mayor has placed a report from the schools on the standing agenda with other departmental reports.

The Cardinal Club (alumni association) officers have met with the district to discuss ways that alumni can assist in emphasizing the importance of academics. This initial discussion lead to the conclusion that there needs to be ongoing communication and planning between the

district and the Club. In addition to meeting with the Cardinal Club, there was a meeting with a few of the local Pastors (separate from the Quarterly meeting with all Pastors) to discuss specific church groups offering tutoring for children. Generally speaking, there continues to be a sincere desire by leaders of the community to assist the schools and parents in helping the youth to have greater academic success.

RISE: In collaboration with Crowley's Ridge Cooperative, the elementary core staff have participated in the first follow-up to the summer RISE training. The reading specialist for CRESC has been in classrooms and available to school leaders to ensure fidelity in implementing the skills introduced through the RISE pedagogy training. Given the extremely low percentage of students at grade level in reading, improving our ability to teach reading is a major PGP focus.

New Elementary: The weather has not been very cooperative since the construction began. Nonetheless, the construction continues and progress is now becoming evident. After four months of working on infrastructure, the concrete base is complete, the safe rooms are constructed, and the steel frame is going up.

The sidewalk in front of the school will continue to be an issue. Even if the majority of the community support alternative methods of preserving the history of walk, there will continue to be a few community members that see the only solution to be leaving the sidewalk as is. The approved construction plan has the removal of the sidewalk and a new sidewalk installed.

Old Earle High School and Dunbar Campus

The Old Earle High School was placed on the National Historical Register approximately 15 years ago. The main building has remained empty and unused for approximately 20 years. However, attached to the rear of this building is an annex and auditorium that is still used by the district. The exterior of this building appears to be in good condition. However, the inside of the building is in a dilapidated state. Given that this building is located on the new elementary school campus and physically beside the new school, the sale of the property is not reasonable. Further, given that the auditorium and annex can have administrative use in the future, it is again not reasonable to plan to sell the property. Given the financial situation of the district, and given the current high millage rate, it is also not reasonable to anticipate a renovation of the building by the district or community in the next ten years.

If the building continues to remain un-occupied, the deterioration will continue. The most pragmatic situation would be to find a non-profit with similar or complimentary mission as the district and that would have interest in restoring the building for their use.

The facilities at the Dunbar campus are also deteriorating. The district student enrollment trend does not show a need for the property or the buildings in the future. The district should begin the process to sell the campus given it is unused and not useable in the current condition.

Budget Summary

EARLE SCHOOL DISTRICT(1802000)

FY19 as of 2018-09-26

Beginning Balance			Ending Balance
<u>7/1/2018</u>		<u>9/30/2018</u>	
223,977.25	Revenue	666,134.24	Expenditures
			1,258,216.24
			-368,104.75
Beginning Balance		Projected Balance	
<u>7/1/2018</u>		<u>6/30/2019</u>	
223,977.25	Revenue	5,204,111.81	Expenditures
			5,157,206.18
			270,882.88
Beginning Balance		Ending Balance	
<u>7/1/2017</u>		<u>6/30/2018</u>	
509,663.29	Revenue	5,152,258.19	Expenditures
			5,437,944.23
			223,977.25
Beginning Balance		Ending Balance	
<u>7/1/2016</u>		<u>6/30/2017</u>	
420,145.54	Revenue	5,075,042.22	Expenditures
			4,985,524.47
			509,663.29
Beginning Balance		Ending Balance	
<u>7/1/2015</u>		<u>6/30/2016</u>	
1,042,661.32	Revenue	5,101,032.81	Expenditures
			5,723,548.59
			420,145.54

(Does not include Building, Categorical, Federal, Activity and Food Service Funds)
 Sep 26, 2018

3:02:48 PM

46,905.63
 Proposed Ending

(285,686.04)

89,517.75

Agenda Item # 1

Recommendation to hire Brea Banks, and Marques Williams as Senior High Tennis Coaches.

Background Information:

Chelsea Henderson accepted the position as Instructional Facilitator and was not able to continue as the boys and girls tennis coach. The Principal recommended that Marques Williams to be Boys Coach and Brea Banks to be Girls coach.

Fiscal Impact:

Debt request has been approved

Attachment(s) Yes No

Letter of Recommendation to hire Senior High Tennis Coaches.

Superintendent's Recommendation:

It is recommended that the Commissioner approve the hire of the Senior High Tennis Coaches.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return Item for more information

Signature



Date

10/1/18

Wednesday, 18 July, 2018

Dr. Richard Wilde, Earle Superintendent

1401 3rd St.

Earle AR, 72331

SUBJECT: Letter of Recommendation for Head Boys and Girls Tennis Coach for the 2018-2019 School Year.

I would like to recommend Mr. Marcus Williams as the Head Boys Tennis Coach and Mrs. Bria Banks as the Head Girls Tennis Coach for the 2018-2019 school year. I believe that they will do a wonderful job in these new roles. When approached about the opportunity to coach Tennis they both seemed very excited and eager to learn and grow with our student athletes.

Albert A. Coleman, Athletic Director

Earle School District

Agenda Item # 2:

Recommendation to approve Volunteer Football Coaches to assist the Football Coaches, with daily practices and equipment management.

Background Information:

Given that the Football program consists of a 7th grade, Junior High, and Varsity Teams, and given the district only provides 4 coaches. The AD has recruited and Identified appropriately AAA volunteers to assist with the logistic and management of the 3 teams. The AAA requires all volunteer coaches to be approved by the local School Board. The Identified volunteers has completed all AAA required courses and have completion certificate on file with the district.

Attachment(s) Yes No

Description of volunteer coach duties.

Superintendent's Recommendation:

It is recommended that the Commissioner approve the request to approve the following coaches.

Commissioner's Decision:
Approve Recommendation

Deny Recommendation

Return item for more information

Signature John Key Date 10/1/18

Earle High School Volunteer Coaches

Arkansas Activities Association * 3920 Richards Road * North Little Rock, AR 72117
501-955-2500 * Fax 501-955-2600 or 955-2521 * www.ahsaa.org

2018-2019

**REGISTERED VOLUNTEER COACH VERIFICATION (SCHOOL'S REQUIRED)
(INCLUDING SCHOOL COACHES OF COMPETITIVE SPIRIT TEAMS)
FOR EACH ACTIVE REGISTERED VOLUNTEER COACH WHO MUST BE CREDENTIALLED
THROUGH THE AAA-NFHS COACHES EDUCATION PROGRAM**

1. The school is required to have the following confirmed credentials and submit the required paperwork to the AAA office prior to the individual having contact with student athletes.
2. By state law a Registered Volunteer CANNOT receive financial compensation for such services.
3. A Registered Volunteer Enrollment form must accompany this verification form to the AAA office.

Responsibilities

- Assist the Head Coach in planning and supervising games and practices.
- Promote the values of responsibility and commitment, and emphasize the importance of academics first and foremost.
- Teach fundamental skills to the children while emphasizing skill development, fair play, teamwork, sportsmanship, and fun.
- Provide a safe environment for practice and games by checking the condition of fields and equipment each day.
- Encourage the involvement of the parents in the sport.
- Provide a safe and fun environment for the children.
- Learn and follow all league rules, policies, and procedures.
- Report any problems with fields, equipment, player behavior, parent behavior, or officials to the Head Coach.

I have read and understand the above job description for the Registered Volunteer duties that are associated with Earle High School. I agree and accept the terms of the job description.

Applicant signature Date

Name (printed)

Agenda Item # 3:

Recommendation to hire Odell Brown Jr., and Marques Williams as Assistant Basketball Coaches.

Background Information:

The previous assistant coach was hired as Head Coach. The boys basketball program consists of a 7th grade, Junior High, and a Varsity Team. To better facilitate the development of athlete's, Coach Miller requested to separate the stipend so he could employ 2 assistant coaches. Marques Williams volunteered in 17/18, as an assistant for Junior High Team, and Odell Brown Jr. has previous coaching experience.

Fiscal Impact:

As Budgeted

Attachment(s) Yes No

Recommendation Letter

Superintendent's Recommendation:

It is Recommended that the Commissioner approve the hire of Odell Brown Jr., and Marques Williams as assistant basketball coaches.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature *John Ky*

Date 10/1/18

Tuesday, September 18, 2018

Dr. Richard Wilde, Earle Superintendent

1401 3rd St.

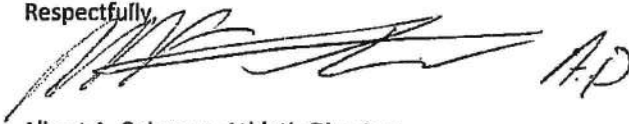
Earle AR, 72331

SUBJECT: Letter of Recommendation for Assistant Boys Basketball Coach for the 2018-2019 School Year.

I would like to recommend Odell Brown and Marcus Williams as Assistant Boys Basketball Coach.

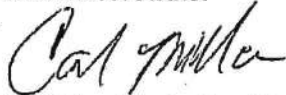
After talking with Coach Miller he has recommended Odell Brown, and Marcus Williams to be his Assistant Basketball Coaches. Mr. Brown has had 2 years of experience on the college level as a student Assistant and will be a good fit to help Coach Miller Adjust to becoming a New Head Coach. Marcus Williams has been a teacher at the school and has volunteered with the basketball program for the last two years. They have both agreed to split the basketball stipend at \$1500 apiece.

Respectfully,

A handwritten signature in black ink, appearing to read 'A.A. Coleman', with a stylized flourish extending to the right.

Albert A. Coleman, Athletic Director

Earle School District

A handwritten signature in black ink, appearing to read 'Carl Miller', written in a cursive style.

Carl Miller, Interim Head Boys Basketball Coach

Earle High School



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

Johnny Key
Commissioner

September 19, 2018

**State Board
of Education**

Via Email transmission

Dr. Jay Barth
*Little Rock
Choir*

Dr. Richard Wilde, Superintendent
Earle School District
P.O. Box 637
Earle, AR 72331

Charisse Dean
*Little Rock
Vice Choir*

Re: Hearing Panel Recommendation – Brian Vincent Powell

Susan Chambers
Bella Vista

Dear Dr. Wilde:

Dr. Fitz Hill
Little Rock

This is to notify that I accept the September 13, 2018, recommendation of the Hearing Panel concerning the employment of Mr. Brian Powell; specifically, that he be hired by the District in a custodian/maintenance position.

Kathy McFerridge
Springdale

Dr. Sarah Moore
Saugart

Sincerely,

Ottida Newton
Poyen

R. Brett Williamson
El Dorado

Johnny Key
Commissioner of Education

Dinne Zook
Melbourne

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

*An Equal
Opportunity
Employer*

Agenda Item # 4:

Recommendation to hire Brian Powell, and Gregory Bryant as Maintenance/Janitorial.

Background Information:

The Earle School District has open positions for maintenance/janitorial workers. Mr. Bryant has been a probationary Employee of the Earle School District for 90 days. Mr. Powell based on Request for waiver and a public hearing has Been authorized for hire by the Earle School District.

Fiscal Impact:

Debt request previously approved.

Attachment(s) Yes No

Arkansas Commissioner of Education approval of waiver request.

Superintendent's Recommendation:

It is recommended that the Commissioner approve the hire of Gregory Bryant, and Brian Powell for the 2 open Custodial/ Maintenance position.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature

Johnny Key

Date

10/1/18

Action Item # 5

Request for approval to start the process with the Division of Public School Academic Facilities and Transportation to sell the unused school district property located at 320 Lee Street and commonly known as the Dunbar Campus.

Background Information:

The selling of public school facilities and property is a significant event. The process should include community input, review of the district master plan, and compliance with state statutes and rules. The Division of Public School Academic Facilities and Transportation provides districts with compliance assistance in this process. Given that the Dunbar campus is not currently used, future planning of facility needs does not reflect a need for the property, and given the property is deteriorating, administration is requesting to start the process to make the site available for purchase.

Attachment(s) Yes No

Draft letter to Director, Division of Public School Academic Facilities and Transportation

Superintendent's Recommendation:

It is recommended that the Commissioner authorize the superintendent to begin the process of selling the property located at 320 Lee St. Earle, AR. 72331

Commissioner's Decision:

Approve Recommendation Deny Recommendation

Return item for more information _____

Signature  Date 10/1/18

DRAFT DOCUMENT

October 1, 2018

To: Brad Montgomery, Director
Division of Public School Facilities and Transportation

From: Richard W. Wilde, Ed. D
Superintendent, Earle School District

RE: Request for waiver pursuant to
Arkansas Code Annotated 6-21-816(d)

Mr. Montgomery, the Earle School District is requesting a waiver to sell the building and land located at 320 Lee Street, Earle, Arkansas, and commonly known as the Dunbar Junior High campus. We would like to move ahead with the sale of this unused property prior to the expiration of the two year period required in statute (if no public charter school has claimed a right of excess or right of first refusal).

Earle School District believes that a public charter would not be interested in leasing or purchasing this unused public school facility. Specifically, there is no cafeteria or gym in proximity or as part of this campus. The roof of the main building has multiple leaks and there is significant water damage to several classrooms, and the cost of renovation would be prohibitive based on the potential student population.

The Dunbar campus has not been designated within the master plan to be used or renovated, as whole or part of any requested partnership project. The projected student population growth trend does not identify the need for additional campuses in the next decade and beyond.

We look forward to your response and truly appreciate your assistance.

Action Item # 6

Request for approval to start the process with the Division of Public School Academic Facilities and Transportation to lease the unused school district property located at 1420 2nd Street and commonly known as the old Earle High School.

Background Information:

The non-school district use of public school facilities and property is a significant event. The process should include community input, review of the district master plan, and compliance with state statutes and rules. The Division of Public School Academic Facilities and Transportation provides districts with compliance assistance in this process. Given that the old High School facility is not currently used, is located on the new elementary campus, future planning of facility needs does not reflect a need to renovate the facility, and given the property is deteriorating, administration is requesting to start the process to make the site available for a conditional use lease.

Attachment(s) Yes No

Superintendent's Recommendation:

It is recommended that the Commissioner approve

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

10/1/18

Resolution FY19-01 for Raises in Access of 5% for SY 2016-2017

Whereas, the superintendent has identified all changes from last school years published salary schedule, and has identified and presented the Board of Directors with each employee's salary increase of 5% or more as required under A.C.A § 6-13-635 and created a spreadsheet explaining each.

Last Name	First Name	Total Salary Paydates		Dollar Amount Change	Percentage Change	Explanation
		Between Jul 1, 2016 and Jun 30, 2017	Paydates Between Jul 1, 2017 and Jun 30, 2018			
BRASFIELD	TONYA	43,428.90	46,460.57	3,031.67	7%	Additional Duties Homebound
CLAY	NATASHA	53,285.22	61,282.11	7,996.89	15%	Increase to 240 days with responsive index
COLEMAN	ALBERT	79,413.96	83,518.75	4,104.79	5%	Additional Duties Athletic Director
COX-OLIVER	BELAH	24,074.96	27,271.00	3,196.04	13%	Retirement Sick Leave buy back
DUNCAN	JERLENE	64,041.78	69,298.84	5,257.06	8%	Additional Duties Homebound
EVANS-JEFFERSON	JESSICA	53,004.80	58,014.15	5,009.35	9%	Additional Duties Cheer Coach/Increase in days 190-210
FREEMAN	BERNITA	10,109.25	16,836.21	6,726.96	67%	Additional Duties Classified Substitute/Activity/Driving
GARRETT	COREY	43,952.38	46,794.94	2,842.56	6%	Additional Duties Summer Coach
JEFFERSON	STEVEN	40	32,611.59	32,571.59	81429%	Hired as 1240 Teacher
LUCKETT	BOBBY	61,567.42	65,603.74	4,036.32	7%	Approved Salary Increase/Additional Duties Teacher
MCCLINTON	LATRICE	40,488.38	46,922.05	6,433.67	16%	Additional Duties-Librarian/ increase in number of days
MCKENZIE	BEATRICE	24,172.20	31,671.91	7,499.71	31%	Additional days/duties-Stipend for High School Secretary

Therefore, the Earle School Directors approves and resolves that the spreadsheet including those explanations are a factual representation of the raises given for the 2016-2017 school-year

ACT 1120 5% Salary Increases

Last Name	First Name	Total Salary for Paydates		Dollar Amount Change	Percentage Change
		Between Jul 1, 2016 and Jun 30, 2017	Between Jul 1, 2017 and Jun 30, 2018		
ALLEN	DIANA	16,095.00	0.00	-16,095.00	-100%
BARHAM	JIMMIE	45,231.36	5,183.29	-40,048.07	-89%
BASSETT	BONNIE	19,400.00	18,285.75	-1,114.25	-6%
BEARD	ALISHA	30,099.47	27,115.80	-2,983.67	-10%
BRASFIELD	TONYA	43,428.90	46,460.57	3,031.67	7%
BROWN	ODELL	27,228.62	6,211.25	-21,017.37	-77%
BROWN	ODELL	1,500.00	37,580.00	36,080.00	2,405%
CHEERS	CANDACE	36,459.21	32,689.47	-3,769.74	-10%
CHEERS	LATOYIA	5,925.00	1,485.00	-4,440.00	-75%
CLAY	NATASHA	53,285.22	61,282.11	7,996.89	15%
CLAY	NATASHA	6,275.00	1,576.25	-4,698.75	-75%
COLEMAN	ALBERT	79,413.96	83,518.75	4,104.79	5%
COX-OLIVER	BEULAH	24,074.96	27,271.00	3,196.04	13%
CRAFT	MARY	38,833.64	36,528.44	-2,305.20	-6%
DUNCAN	JERLENE	64,041.78	69,298.84	5,257.06	8%
EVANS-JEFFERSON	JESSICA	53,004.80	58,014.15	5,009.35	9%
FREEMAN	BERNITHA	10,109.25	16,836.21	6,726.96	67%
GARRETT	COREY	43,952.38	46,794.94	2,842.56	6%
GARRETT	COREY	2,592.50	2,255.00	-337.50	-13%
HICKS	ADOLPHUS	107,052.00	62,992.02	-44,059.98	-41%
HINTON	DEWAYNE	3,228.50	1,672.00	-1,556.50	-48%
JACKSON	LONNELL	19,642.11	15,915.69	-3,726.42	-19%
JEFFERSON	STEVEN	40.00	32,611.59	32,571.59	81,429%
LATHON	BERTHA	18,624.47	0.00	-18,624.47	-100%
LESTER-CALLAHAN	BONNIE	40,389.41	640.00	-39,749.41	-98%
LUCKETT	BOBBY	61,567.42	65,603.74	4,036.32	7%
LUDGOOD	CASSANDRA	2,640.00	1,127.50	-1,512.50	-57%
MATHIS	KATHENA	28,019.67	18,019.21	-10,000.46	-36%
MCCLEINTON	LATRICE	40,488.38	46,922.05	6,433.67	16%
MC GEE	CANTRELL	19,740.87	7,946.05	-11,794.82	-60%
MCKENZIE	BEATRICE	24,172.20	31,671.91	7,499.71	31%

MILLER	FREDRICK	33,582.38	37,459.69	3,877.31	12%
MOORE	MARILYN	37,624.00	39,438.60	1,814.60	5%
NICKS	RICKEY	172,483.80	54,509.54	-117,974.26	-68%
ORINGE	AALIYAH	1,530.00	909.00	-621.00	-41%
PERKINS	MACHELLE	14,031.20	12,553.73	-1,477.47	-11%
REDDICK	CHARLES	16,900.00	188.00	-16,712.00	-99%
ROWLAND	CHRIS	3,921.50	2,420.00	-1,501.50	-38%
SANDERS-HUGHES	SOPHIA	48,590.69	57,908.14	9,317.45	19%
SAUNDERS	RENEE	630.00	36,093.75	35,463.75	5,629%
SMITH	DARRELL	31,650.13	16,920.24	-14,729.89	-47%
STEWART-MCVAY	SANDRESS	48,657.55	51,324.44	2,666.89	5%
THOMAS	LARRY	3,615.20	3,170.00	-445.20	-12%
THOMAS	ROSIE	14,750.00	4,730.00	-10,020.00	-68%
THOMPSON	ALISON	37,664.13	37,415.44	-248.69	-1%
WAITS	JASMINE	8,115.00	16,446.31	8,331.31	103%
WARREN	STEPHANIE	21,361.68	22,357.52	995.84	5%
WILLIAMS	RONALD	30,674.11	400.00	-30,274.11	-99%
WILLIAMS	TIFFANY	41,460.30	48,841.94	7,381.64	18%
WILSON	JAMES	14,814.90	11,092.66	-3,522.24	-24%
WILSON	JEARLENE	17,786.45	18,965.95	1,179.50	7%
WILSON	MELISSA	31,238.95	26,873.16	-4,365.79	-14%
WILSON	OLIVER	31,801.46	36,202.99	4,401.53	14%
		1,629,239.51	1,399,729.68	-229,509.83	-6%

- 1 -

12:46:59 PM

Agenda Item # 7

Resolution FY 19-01, approval of salary increases five percent or higher for FY 18.

Background Information:

ACA 16-13-635 requires school administration to report to the local board for review and approval by resolution a comparison of salaries that increased in the prior year by five percent or more. The attached list identifies individuals with increase at or above five percent.

Attachment(s) 2 Yes No

Resolution FY 19-01

List of staff with 5% change in salary

Superintendent's Recommendation:

It is recommended that the Commissioner approve Resolution FY 19-01.

Commissioner's Decision:

Approve Recommendation ✓

Deny Recommendation

Return item for more information

Signature

Johnny Key

Date

 10/1/18

LEA: 1802000
COUNTY: CRITTENDEN
DISTRICT: EARLE SCHOOL DISTRICT
SCHOOL:

Annual Financial Report and Budget - Level I
SCHOOL YEAR: 2018 - 2019

PAGE: 2
RPT510 - SIS UNCERTIFIED
CYCLE: 1
RUN: 9/27/2018 12:23:02 PM

	Actual FY 2017 - 2018	Budget FY 2018 - 2019
FUND 6 - Federal Grants		
Beginning Balance	\$125.00	\$64,543.71
Total Revenues	\$724,092.30	\$752,594.21
Total Expenditures	\$859,548.59	\$807,407.67
Total Transfers	-\$125.00	\$0.00
Ending Balance	\$64,543.71	\$9,730.25
FUND 7 - Activity		
Beginning Balance	\$335.60	\$0.00
Total Revenues	\$0.00	\$0.00
Total Expenditures	\$63,167.80	\$0.00
Total Transfers	\$62,832.20	\$0.00
Ending Balance	\$0.00	\$0.00
FUND 8 - Food Service		
Beginning Balance	\$101,258.27	\$190,507.52
Total Revenues	\$451,762.30	\$396,000.00
Total Expenditures	\$362,513.05	\$53,280.43
Total Transfers	\$0.00	\$0.00
Ending Balance	\$190,507.52	\$533,227.09

Revenue
EARLE SCHOOL DISTRICT
Period 13

Unrestricted Funds
Fund/SOF 1000-12001|204|206:1211|1213:1222|1224:1274|1277:1280|1282:1292|1294:1319|1321:1322|1324:1390|1392:1400|1405:1999
Fund/SOF 2000-2200|2204|2206:2211|2213:2222|2224:2274|2277:2280|2282:2292|2294:2319|2321:2322|2324:2390|2392:2400|2405:2999
Fund/SOF 4000-4999

Object Detail for Account
10000:51999|52900-52999|52500:59999

Account	Account Description	FY16	FY17	FY18	FY19 YTD as of 2018-09-27	FY19 Budget	Variance in FY19 Budget and FY19 YTD
11110	PROPERTY TAXES-CURRENT	881,402.16	802,331.59	805,212.47	29,249.89	870,501.00	(841,251.11)
11115	PROPERTY TAX RELIEF	0.00	0.00	899.16	10,675.92	79,126.00	(68,450.08)
11120	PROPERTY TAX-40% BY 6/30	283,126.52	404,257.66	281,096.37	21.43	395,681.00	(395,659.57)
11125	PROP TAX RELIEF-1-6/30	0.00	0.00	112,304.07	0.00	158,272.00	(158,272.00)
11140	PROPERTY TAXES-DELINQUENT	0.00	0.00	93,788.44	3,011.96	79,138.00	(76,126.04)
11150	EXCESS COMMISSION	0.00	0.00	2,981.93	0.00	2,500.00	(2,500.00)
11160	LAND REDEMPTION STATE SALE	0.00	0.00	22,328.25	2,462.94	20,000.00	(17,537.06)
12800	REVENUE IN LIEU OF TAXES	0.00	0.00	42,774.34	0.00	20,000.00	(20,000.00)
19110	16TH SECTION LAND RENT	0.00	0.00	0.00	0.00	0.00	0.00
19130	LEA BUILDG & FACILITIES	25,200.00	25,550.00	0.00	0.00	5,000.00	(5,000.00)
19410	INSURANCE LOSS CLAIMS	5,276.57	11,600.57	0.00	0.00	0.00	0.00
19800	REFUNDS OF PRIOR YR EXPEN	0.00	0.00	56,250.15	1,250.40	0.00	1,250.40
19900	MISC REV FR LOCAL SOURCES	12,307.35	19,994.63	14,973.13	6,679.00	10,000.00	(3,321.00)
22100	MINORITY INITIATIVE GRANT	0.00	0.00	0.00	0.00	0.00	0.00
31101	FOUNDATION AID FUNDING	3,339,486.00	3,264,073.00	3,153,773.00	506,698.00	3,040,187.00	(2,533,489.00)
31103	98% TAX COLLECTION RATE G	937.00	0.00	3,086.00	0.00	0.00	0.00
31460	DECLINING ENROLLMENT FUND	32,064.00	45,758.00	63,673.00	0.00	58,520.00	(58,520.00)
32226	HIGH PRIORITY DIST GRANT	122,543.10	90,986.82	92,538.02	0.00	90,000.00	(90,000.00)
32227	COLLEGE PREP ENRICH PGM	0.00	0.00	0.00	0.00	0.00	0.00
32250	PATHWISE MENTORING GRANT	0.00	12,104.18	0.00	0.00	0.00	0.00
32310	HAND CHILD-SUPV/EXTEND YR	2,330.43	2,585.37	2,349.41	0.00	2,300.00	(2,300.00)
32314	EXTENDED DAY	9,324.00	11,322.00	444.00	0.00	400.00	(400.00)
32361	PRE-AP FUNDINGS	0.00	100.00	0.00	0.00	0.00	0.00
32382	NSL MATCH GRANT	0.00	0.00	25,633.50	0.00	0.00	0.00

Revenue
EARLE SCHOOL DISTRICT
Period 13

Unrestricted Funds

Fund/SOF 1000-120012041206:12111213:12221224:12741277:12801282:12921294:13191321:13221324:13901392:14001405:1899
Fund/SOF 2000-22001220412206:22112213:22221224:227412277:228012282:229212294:231912321:232212324:239012392:240012405:2999
Fund/SOF 4000:4999

Object Detail for Account
10000:51999152300-52399152500:59999

Account	Account Description	FY16	FY17	FY18	FY19 YTD as of 2018-09-27	FY19 Budget	Variance in FY19 Budget and FY19 YTD
32710	AR BETTER CHANCE(ABC)GRNT	163,677.60	156,480.00	162,537.92	31,104.00	156,520.00	(125,416.00)
32727	HIPPY/ABC CHIL D CARE	71,570.32	104,875.00	112,783.60	21,000.00	105,000.00	(84,000.00)
32740	INFANT/TODDLER PROGRAM	8,602.76	5,755.40	9,828.00	5,705.70	0.00	5,705.70
32915	D/S FUNDING	123,185.00	117,268.00	105,676.00	48,275.00	96,549.00	(48,274.00)
32916	DHS -HUMAN SERVICE WORKER	0.00	0.00	0.00	0.00	0.00	0.00
32940	BLOOMBOARD TRAININGS	0.00	0.00	4,211.34	0.00	0.00	0.00
32941	GOVS' COMP SCIENCE GRANT	20,000.00	0.00	0.00	0.00	0.00	0.00
51999	PRIOR YR AUDIT ADJUSTMNT	0.00	0.00	(17,008.91)	0.00	0.00	0.00
52600	TRANS FROM FEDERAL GRANTS	0.00	0.00	125.00	0.00	0.00	0.00
52900	INDIRECT	0.00	0.00	0.00	0.00	14,417.81	(14,417.81)
Total Revenue		5,101,032.81	5,075,042.22	5,152,258.19	666,134.24	5,204,111.81	(4,537,977.57)

(Excluding transfers from 52000-52299 and 52400-52499)

Sep 27, 2018

12:24:44 PM

Agenda Item # 8

Request Approval of FY19 projected Budget.

Background Information:

The Arkansas Department of Education Fiscal Unit and Earle School District has collaborated to develop a projected budget. Projected Budget at this time shows a slight increase in the ending fund balance for FY19.

Attachment(s) Yes No

Projected Budget Documents

Superintendent's Recommendation:


It is recommended that the Commissioner approve the recommended Projected Budget as presented.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature  Date 10/1/18

Agenda Item # 9

Request for approval of the Minority Teacher and Administrator Recruitment Plan update.

Background Information:

ACA 16-17-1901 requires school administration to file annually with the Arkansas Department of Education a plan for balancing the ratio of minority staff to equal the ratio of minority students. This plan is called the Arkansas Department of Education Minority Teacher and Administrator Recruitment Plan.

Attachment(s) Yes No

Earle School District Plan

Superintendent's Recommendation:

It is recommended that Commissioner approve the Earle School District Minority Teacher and Administrator Recruitment Plan as presented.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

10/1/18



**ARKANSAS DEPARTMENT OF EDUCATION
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN**

The purpose of this report is to comply with Arkansas Code Ann. § 6-17-1901, et seq., which requires school districts with more than five percent (5%) African-American or other minority students to prepare and submit a Minority Teacher and Administrator Recruitment Plan.

**INSTRUCTIONS: Complete this form and attach the recruitment plan as required.
The plan should include the following:**

1. The district's goals for recruiting minority teachers and administrators (these goals should reflect the percentage of the minority student population in the district).
2. Steps on how the district will meet the goals (recruitment strategies).
3. Steps on how the district will encourage minority students to pursue a career in education.
4. List the number and percentage of racial minority teachers and administrators employed during the last five (5) years.

SCHOOL DISTRICT: Earle	ADDRESS: 1401 Third Street
COUNTY: Crittenden	TELEPHONE NUMBER: 870 792 8486
COORDINATOR NAME: Dr. Richard Wilde	TITLE/POSITION: Superintendent
ADDRESS: 1401 Third Street	TELEPHONE NUMBER: 870 792 8486

The signatures below certify that the district is in compliance with Arkansas Code Ann. §6-17-1901, et seq. and Standard I for Accreditation of Arkansas Public Schools:

Superintendent's Name: Dr. Richard Wilde
(Please Print)

Signatures: Richard Wilde 9/28/18
Superintendent Date

John G. - Commissioner 10/1/18
Board President Date

Board Secretary _____ Date _____

Dr. Richard Wilde
Superintendent

Earle School District

1401 3rd Street | P.O. Box 637 | Earle, AR 72331
(870) 792-8486 | Fax (870) 792-8897



The Recruitment Plan shall include, but is not limited to, the following:

1. Data

- racial composition of the teachers and administrators

For the purpose of this report, Earle School District views licensed, non-teaching positions as administrators. This will include counselors, instructional facilitators, deans of students, activities director, federal programs director, parent community liaison, and superintendent. Media specialists will be included in the teacher numbers. Seventeen percent of the administrative staff are Caucasians and 83 percent are African-Americans. Sixty-seven percent of the administrators are females and thirty-three percent are males. African-American teachers account for eighty-one percent of the staff, and nineteen percent are Caucasians.

- racial composition of teachers and administrators hired the past five (5) years
Over the past five years, the district hiring trend has been about 80 percent African-American, and approximately 20 percent Caucasian (inclusive of a small percentage of those that identified as other).

- racial composition of the present student body

Ninety-seven percent of the Earle School District students are African-American. Approximately two percent of the students are Caucasian, and one percent identify as being other. It should be noted that a literal interpretation of the state statute requiring this plan would imply that only one Caucasian would be hired for the Earle School District. Even if it was possible to fully staff our district with well qualified African-American teachers (which is not possible given the low numbers of minority college graduates, the low numbers of graduates wanting to move to rural areas, and the even fewer numbers electing careers in education) it is not the intent of the Earle School District to segregate from the racial diversity of the larger community. It is a goal of the district to diversify the student population over the next ten years.

2. Analysis and summary of data collected

The district has attained the goal of 80 percent African-American teachers and administrative staff. While the racial balance is considered appropriate for the district goal to have a more diverse student population, there continues to be a need to increase the number of African-American males at the elementary. Indeed, it is a need to hire more males regardless of race, to achieve gender balance for the elementary.

COMMISSIONER APPOINTED ADVISORS:

ERIC COX	SARAH JOHNSON	ARTHUR BERRY	CHARLIE COX	APRIL WEATHERSPOON
President	Vice President	Secretary	Member	Member

Dr. Richard Wilde
Superintendent

Earle School District

1401 3rd Street | P.O. Box 637 | Earle, AR 72331
(870) 792-8486 | Fax (870) 792-8897



3. **Short-term goals**
 - a. *To maintain current racial balance of teacher and administrators.*
 - b. *To increase the number of male African-American teachers by two at the elementary school.*
4. **Long-term goals (10 years)**

To maintain the current racial balance across the district while increasing the percentage balance of male to female teachers at the elementary.
5. **Improvements needed to increase recruitment**

The district is currently using 1240 waivers and Emergency Teacher Permits to recruit African-American college graduates from the region to the school district. The district is now using state options to assist staff in acquiring actual certification while in service.
6. **Objectives, strategies, and activities used in recruiting administrators**

Currently administrator's salary is above average for the region for districts our size.
7. **Objectives, strategies, and activities for encouraging students to pursue a career in education**

In an attempt to meet future needs, the district is in the planning stage of using cross-grade level tutoring to inspire students to go to college to become teachers. Further, the District Advisory Committee is working with administrators to increase the number of students going to college from the region. So in general, it is believed that by simply increasing the number of African-Americans with college degrees will assist in the recruitment and maintaining current radial balance.
8. **Action plan, including procedures for implementing, monitoring progress, and evaluating**
 - *Change communication Avenues with parents*
 - *Sending more students to Community College campus for concurrent classes*
 - *Increase the number of high school and college graduates*
 - *Create a tracking system for seniors post high school—monitor for five years*
 - *English Department will help seniors with constructing a good essay for scholarship and college entrance*
 - *Every senior will apply to the Community College for a backup plan for college entrance*
 - *Each senior will present their career plan to The Advisory Board prior to graduation*
 - *Disaggregate collected data*

COMMISSIONER APPOINTED ADVISORS:

ERIC COX SARAH JOHNSON ARTHUR BERRY CHARLIE COX APRIL WEATHERSPOON

President

Vice President

Secretary

Member

Member